American Association of Colleges of Nursing

REPORT ON 1989-1990 SALARIES OF ADMINISTRATIVE FACULTY IN NURSING, EXCLUDING DEANS

INSTITUTIONAL DATA SYSTEMS

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INTRODUCTION

Since its inception, the mission of the American Association of Colleges of Nursing (AACN) has been to foster quality preparation of nurse clinicians, scientists, educators, administrators, consultants, and policy makers for leadership in nursing. The Data Bank Project, begun in 1978, was established to develop a data base supportive of policy research and decision making by member institutions and the Association. This project formed the foundation for the Institutional Data System (IDS) which gathers and publishes data annually on enrollment and graduations, and faculty and deans salaries with related information. Data on administrative salaries were collected and published annually until 1984 when the decision was made to gather data for publication biennially.

This is the fourth and final publication in the 1989-1990 series by the Institutional Data System for the AACN. The first publication in the series, Report on 1989-1990 Enrollment and Graduations in Baccalaureate and Graduate Programs in Nursing, included data from 88 percent of all known programs, both member and nonmember baccalaureate and graduate degree programs. This report on salaries of administrators, as with faculty and deans' salaries, includes data from AACN member institutions exclusively. During the current data collection cycle the Association represented 66 percent (N=411) of the baccalaureate and higher degree programs in nursing.

METHODS

Questionnaires developed to gather information on the administrators in baccalaureate and graduate programs in nursing contained descriptive items congruent with the majority of those contained on the faculty survey including: title, rank, degree, salary, and salary basis. Faculty administrators were defined as nurse faculty with 50 percent or more of their time spent on administrative responsibilities. Surveys were mailed to the 411 AACN member institutions on September 1, 1989. Follow-up telephone calls were made the week of October 20 to programs that had not responded by the October 15 deadline. A response rate of 89 percent (N=366) was obtained. Further information on respondents is available in Appendix A.

In order to report on all administrators, all salaries were converted to a calendar basis. Salaries reported on an academic basis (9-10 months) were multiplied by eleven-ninths (11/9). This conversion allows the salaries of all faculty with administrative responsibility to appear in all tables.

RESULTS

The distribution of responding and nonresponding institutions by Carnegie Code classification (Appendix B) is summarized in Table 1. Although the distribution is similar to that of the survey of faculty and deans, more institutions were lost in Comprehensive Universities and Colleges I and II, Doctoral-granting Universities II, Liberal Arts Colleges I, and Other than in the faculty and dean components of the annual survey. This loss is presumed attributable to deans who, having noted no faculty administrative staff on the survey of deans, did not return a survey form. The distribution of loss by type of institution was 11 percent (N = 26) in public institutions, 7 percent (N = 5) in private secular institutions, and 13 percent (N = 14) in private religious institutions. Only 9 percent (N = 24) of universities were lost due to nonresponse whereas 16 percent (N = 20) of four-year colleges were lost.

Table 1

Distribution of Responding and Nonresponding Institutions by Carnegie Code Classification

Carnegie Code Classification	Responding Institutions	Nonresponding Institutions	Total
Comprehensive I	144	23	167
Comprehensive II	35	8	43
Doctoral I	25	1	26
Doctoral II	26	3	29
Liberal Arts I	9	1	10
Liberal Arts II	43	6	49
Research I	41	0	41
Research II	14	0	14
Other	27	3	30
Missing	2	0	2
TOTAL	**366**	**45**	**411**

Institutional Characteristics

There were no administrative faculty in 151 (41.2%) of the institutions returning administrative survey forms. The distribution by Carnegie Code classifications of these institutions is different from that of the institutions with administrative faculty. Institutions in Comprehensive Universities and Colleges I were by far the largest proportion (N=70; 46%) of the group without administrative faculty followed by 17 percent in Liberal Arts Colleges II (N=26), 14 percent in Comprehensive Universities and Colleges II (N=21), and 5 percent or less in the other Carnegie Code classifications.

Slightly less than half (N=74; 49%) of the programs without faculty administrators other than the dean were located in the public institutions, whereas 34 percent (N=52) were in private religious and 16 percent (N=24) in private secular institutions. Fifty-three percent (N=80) of the programs without administrative faculty were located in universities, 45 percent in colleges (N=68), and 2 percent (N=3) in other types of institutions.

Information was also collected on primary location of the nursing program. Definitions for each area were provided as follows: population of 24,999 or less was determined as **rural area**, population of between 25,000 and 49,999 was classified as **small city**, and the classification of **metropolitan area** determined as containing a city of at least 50,000 combined with a surrounding area for a total population of at least 100,000. The largest percentage (43%, N=65) of the programs without administrative support for the dean were within the city limits of large metropolitan areas followed by 21 percent (N=32) in rural areas, 17 percent (N=26) in small cities, 17 percent (N=26) in large metropolitan areas outside of the city limits, and 2 percent (N=2) describing their location in other ways.

The regional representation of institutions with administrative faculty was similar to those without. Although the Carnegie Code classification of Comprehensive Universities and Colleges I (34%, N=73) also comprised the largest proportion of the institutions with administrative support, the distribution of the group by the remaining classifications differed with 17 percent (N=36) in Research Universities I, 13 percent (N=27) in the other classification, 10 percent (N=22) in Doctoral-granting Universities I, 9 percent (N=19) in Doctoral-granting Universities II, 8 percent (N=17) in Liberal Arts Colleges II, 7 percent (N=14) in Comprehensive Universities and Colleges II, 6 percent (N=12) in Research Universities II, and 1 percent (N=2) in Liberal Arts Colleges I.

The vast majority of programs with administrative faculty were located in universities (N=173, 80%), while 19 percent (N=41) were in four-year colleges, and 1 percent (N=1) in the classification Other. With the exception of rural locations, the distribution of programs with administrative faculty in terms of primary location was similar to that of programs without administrative faculty. Only nine percent (N=19) of the total was in rural settings. The vast majority of Doctoral-granting Universities I (88%) and II (73%), Research Universities I (88%), and Research Universities II (86%) had administrative faculty. Smaller proportions of the Liberal Arts Colleges I (22%) and II (40%), and Comprehensive Universities and Colleges I (51%) and II (40%) had faculty as administrative support for the dean.

Faculty Administrator Characteristics

The 215 institutions with administrative faculty yielded a total of 631 individuals, 32 of whom were listed as having interim or acting administrative responsibility. The majority of these people were doctorally prepared (N = 19; 59%), were associate professors (N = 20; 63%), were tenured (N = 21; 66%), were in academic health centers (N = 22; 69%), and were paid on a calendar year basis (N = 29; 91%). The academic year basis salaries ranged from $30,720 to $69,618 with a mean of $45,909, while the calendar year basis salaries ranged from $37,547 to $85,089 with a mean of $56,111. Faculty holding acting or interim administrative titles were not included in subsequent salary analysis.

Not unlike those in acting or interim positions, the majority were doctorally prepared (N = 432; 72%), associate professors (N = 274; 46%), tenured (N = 353; 59%), in an academic health center (N = 309; 52%), in public institutions (N = 415; 69%), and paid on a calendar year salary basis (N = 437; 73%). Academic year basis salaries ranged from $23,031 to $69,117 with a mean of $39,592, while calendar year basis salaries ranged from $20,939 to $107,635 with a mean of $53,450.

Salaries

The highest mean salary for both academic and calendar based salaries was for the doctorally prepared person holding the title of associate dean (Tables 2 and 19). Salaries for administrators are presented for academic and calendar basis by title, for all schools, by region, by type of institution, by number of faculty, and academic health center and not an academic health center. Information on academic year basis salaries appears in Tables 2 through 18 and calendar year basis salary on Tables 19 through 35. Where the number of individuals appearing in a cell is too small to protect confidentiality of information, a dot will appear.

NOTE: THE TOTAL AND NUMBER OF FACULTY IN EACH CATEGORY MAY VARY BETWEEN TABLES DUE TO MISSING INFORMATION ON KEY VARIABLES.

Table 2. ACADEMIC YEAR: Mean Administrative Faculty Salaries for Doctorally and Nondoctorally Prepared Administrative Faculty by Title and Faculty Rank

	Doctoral			Nondoctoral		
Title	Valid N	Mean	Standard Deviation	Valid N	Mean	Standard Deviation
Associate Dean						
Professor	46	$56,911	$9,790	2	$.	$.
Associate	64	46,850	8,354	7	41,399	11,211
Assistant	19	44,448	8,877	2	.	.
Assistant Dean						
Professor	15	49,144	6,895	0	.	.
Associate	29	43,434	6,085	7	38,636	5,539
Assistant	15	43,155	5,463	9	34,071	7,952
Chair						
Professor	30	53,301	8,102	1	.	.
Associate	48	45,611	7,303	7	33,398	5,327
Assistant	10	40,056	4,920	6	35,125	6,097
Director						
Professor	34	45,352	9,781	0	.	.
Associate	51	40,189	7,965	22	37,222	6,489
Assistant	13	37,387	5,534	29	32,897	5,893

Table 3. ACADEMIC YEAR: Distribution of Percentiles of Administrative Faculty Salaries for Doctorally and Nondoctorally Prepared Administrative Faculty by Title and Faculty Rank

	Doctoral			Nondoctoral		
Title	25th	50th	75th	25th	50th	75th
Associate Dean						
Professor	$50,222	$55,760	$61,320	$.	$.	$.
Associate	41,603	46,452	50,145	31,091	37,200	49,228
Assistant	36,245	40,664	52,527	.	.	.
Assistant Dean						
Professor	43,135	49,091	55,308	.	.	.
Associate	38,705	43,042	47,729	31,310	$40,696	$42,902
Assistant	38,945	41,317	48,620	28,056	$33,655	$36,616
Chair						
Professor	46,181	53,129	58,975	.	.	.
Associate	40,446	43,727	48,206	27,500	34,868	35,944
Assistant	35,500	38,960	45,000	28,522	35,284	39,273
Director						
Professor	38,838	45,646	53,000	.	.	.
Associate	33,835	38,494	46,399	33,500	34,856	40,513
Assistant	33,481	38,835	41,596	30,764	32,724	36,590

Table 4. ACADEMIC YEAR: Distribution of Percentiles for Administrative Faculty Salaries for ALL SCHOOLS by Administrative Title

Title	N	10th	25th	50th	75th	90th
Associate Dean	142	$36,933	$42,497	$48,496	$55,988	$61,644
Assistant Dean	79	33,655	37,769	41,317	48,620	53,333
Chair	102	35,560	39,610	43,945	52,046	58,974
Director	163	27,975	32,400	37,780	44,003	52,523
Head	10	31,515	38,616	46,077	52,006	61,206
Coordinator	54	25,189	28,878	34,680	39,131	44,174
Assistant to	5	.	.	27,381	.	.
Other Title	44	26,604	30,602	38,075	42,646	52,056

Table 5. ACADEMIC YEAR: Distribution of Percentiles of Administrative Faculty Salaries in the NORTH ATLANTIC Region by Administrative Title

Title	N	10th	25th	50th	75th	90th
Associate Dean	32	$36,000	$37,660	$48,786	$56,150	$64,989
Assistant Dean	9	.	34,827	36,616	39,307	.
Chair	21	32,368	35,423	40,268	44,391	52,823
Director	39	25,440	31,460	36,590	45,138	53,321
Head	0	.	.	.	.	.
Coordinator	12	23,973	27,614	35,353	41,051	48,052
Assistant to	2	.	.	.	.	.
Other Title	17	24,676	32,680	40,754	43,722	49,415

Table 6. ACADEMIC YEAR: Distribution of Percentiles of Administrative Faculty Salaries in the MIDWESTERN Region by Administrative Title

Title	N	10th	25th	50th	75th	90th
Associate Dean	31	$37,618	$42,545	$52,041	$57,652	$68,363
Assistant Dean	31	36,154	39,821	43,740	51,865	55,252
Chair	30	35,306	40,355	45,892	55,260	60,640
Director	38	30,870	33,970	38,892	47,303	52,759
Head	2	.	.	.	.	.
Coordinator	16	24,231	25,624	28,940	36,435	38,843
Assistant to	0	.	.	.	.	.
Other Title	15	26,094	30,536	35,013	39,374	54,360

Table 7. ACADEMIC YEAR: Distribution of Percentiles of Administrative Faculty Salaries in the SOUTHERN Region by Administrative Title

Title	N	10th	25th	50th	75th	90th
Associate Dean	52	$39,482	$44,950	$48,816	$56,332	$61,556
Assistant Dean	32	34,230	38,607	43,021	47,700	51,721
Chair	39	36,042	40,140	43,666	53,077	60,403
Director	67	27,739	32,236	37,800	40,513	52,265
Head	7	.	31,736	45,154	49,376	.
Coordinator	21	29,130	30,728	34,773	40,086	44,499
Assistant to	1	.	.	.	.	.
Other Title	8	.	30,881	34,370	41,529	.

Table 8. ACADEMIC YEAR: Distribution of Percentiles of Administrative Faculty Salaries in the WESTERN Region by Administrative Title

Title	N	10th	25th	50th	75th	90th
Associate Dean	27	$38,139	$42,617	$45,546	$49,091	$56,344
Assistant Dean	7	.	32,407	39,323	40,107	.
Chair	12	37,343	43,292	45,632	51,324	54,007
Director	19	27,672	32,577	36,129	41,595	53,781
Head	1	.	.	.	.	.
Coordinator	5	.	.	38,739	.	.
Assistant to	2	.	.	.	.	.
Other Title	4	.	.	38,505	.	.

Table 9. ACADEMIC YEAR: Distribution of Percentiles of Administrative Faculty Salaries in PUBLIC INSTITUTIONS by Administrative Title

Title	N	10th	25th	50th	75th	90th
Associate Dean	98	$39,931	$44,818	$49,232	$55,988	$61,811
Assistant Dean	65	35,509	39,000	43,134	48,960	54,580
Chair	75	36,802	41,385	46,263	53,077	58,974
Director	107	29,705	33,540	39,042	45,000	53,261
Head	10	31,515	38,616	46,077	52,006	61,206
Coordinator	38	26,670	30,627	36,753	40,806	47,307
Assistant to	1	.	.	.	.	.
Other Title	21	30,033	32,518	38,000	42,612	62,516

Table 10. ACADEMIC YEAR: Distribution of Percentiles of Administrative Faculty Salaries in PRIVATE/SECULAR INSTITUTIONS by Administrative Title

Title	N	10th	25th	50th	75th	90th
Associate Dean	28	$32,434	$39,635	$48,512	$59,973	$77,437
Assistant Dean	8	.	31,121	36,904	39,734	.
Chair	19	28,386	35,700	39,682	43,583	72,675
Director	26	26,834	30,861	34,773	40,822	50,000
Head	0	.	.	.	.	.
Coordinator	5	.	.	29,454	.	.
Assistant to	1	.	.	.	.	.
Other Title	16	26,477	36,695	40,420	44,564	53,453

Table 11. ACADEMIC YEAR: Distribution of Percentiles of Administrative Faculty Salaries in PRIVATE/RELIGIOUS INSTITUTIONS by Administrative Title

Title	N	10th	25th	50th	75th	90th
Associate Dean	16	$33,126	$36,024	$40,557	$47,767	$52,036
Assistant Dean	6	.	31,516	36,832	43,384	.
Chair	8	.	34,853	40,320	41,836	.
Director	30	23,973	29,426	32,364	37,971	49,774
Head	0	.	.	.	.	.
Coordinator	11	24,592	25,600	28,517	34,587	37,633
Assistant to	3	.	.	24,470	.	.
Other Title	6	.	24,162	28,950	34,808	.

Table 12. ACADEMIC YEAR: Distribution of Percentiles of Administrative Faculty Salaries in UNIVERSITIES by Administrative Title

Title	N	10th	25th	50th	75th	90th
Associate Dean	137	$37,573	$42,600	$48,890	$56,081	$61,990
Assistant Dean	75	33,156	36,859	42,902	48,700	53,797
Chair	93	35,935	40,330	44,591	52,804	59,218
Director	138	29,744	33,428	38,497	45,182	53,185
Head	10	31,515	38,616	46,077	52,006	61,206
Coordinator	31	26,650	29,660	34,895	40,804	48,176
Assistant to	3	.	.	27,381	.	.
Other Title	36	29,836	32,764	39,357	43,770	58,590

Table 13. ACADEMIC YEAR: Distribution of Percentiles of Administrative Faculty Salaries in FOUR-YEAR COLLEGES by Administrative Title

Title	N	10th	25th	50th	75th	90th
Associate Dean	3	$.	$.	$34,495	$.	$.
Assistant Dean	4	.	.	39,850	.	.
Chair	9	.	27,943	36,700	43,838	.
Director	23	24,315	27,818	29,792	34,450	37,636
Head	0	.	.	.	.	.
Coordinator	7	.	34,895	39,367	42,431	.
Assistant to	3	.	.	27,381	.	.
Other Title	18	32,912	38,112	41,517	45,833	66,713

Table 14. ACADEMIC YEAR: Distribution of Percentiles of Administrative Faculty Salaries in INSTITUTIONS WITH AN ACADEMIC HEALTH CENTER by Administrative Title

Title	N	10th	25th	50th	75th	90th
Associate Dean	91	$38,130	$44,329	$49,091	$57,273	$66,284
Assistant Dean	46	32,078	38,885	43,569	49,948	55,111
Chair	67	37,694	41,649	47,454	54,923	60,478
Director	72	31,721	34,814	40,384	49,941	53,305
Head	5	.	.	47,000	.	.
Coordinator	7	.	34,895	39,367	42,431	.
Assistant to	3	.	.	27,381	.	.
Other Title	18	32,912	38,112	41,517	45,833	66.713

Table 15. ACADEMIC YEAR: Distribution of Percentiles of Administrative Faculty Salaries in INSTITUTIONS WITHOUT AN ACADEMIC HEALTH CENTER by Administrative Title

Title	N	10th	25th	50th	75th	90th
Associate Dean	48	$35,940	$40,064	$47,697	$52,416	$58,955
Assistant Dean	33	33,806	36,533	40,068	44,621	49,968
Chair	35	30,434	35,930	40,500	44,995	51,663
Director	91	25,534	29,940	34,215	39,687	47,113
Head	5	.	.	45,154	.	.
Coordinator	47	24,732	28,227	33,358	38,263	43,850
Assistant to	2	.	.	.	.	.
Other Title	25	24,583	28,950	32,547	39,233	45,372

Table 16. ACADEMIC YEAR: Distribution of Percentiles of Administrative Faculty Salaries in INSTITUTIONS WITH LESS THAN 20 FACULTY MEMBERS by Administrative Title

Title	N	10th	25th	50th	75th	90th
Associate Dean	5	$.	$.	$42,545	$.	$.
Assistant Dean	9	.	34,516	38,454	40,500	.
Chair	3	.	.	36,700	.	.
Director	24	27,430	30,365	34,025	38,782	40,488
Head	1	.	.	.	.	.
Coordinator	14	25,568	29,941	34,944	37,661	40,622
Assistant to	2	.	.	.	.	.
Other Title	4	.	.	33,644	.	.

Table 17. ACADEMIC YEAR: Distribution of Percentiles of Administrative Faculty Salaries in INSTITUTIONS WITH 21-40 FACULTY MEMBERS by Administrative Title

Title	N	10th	25th	50th	75th	90th
Associate Dean	33	$36,558	$40,549	$48,395	$53,326	$59,808
Assistant Dean	12	36,135	36,914	41,531	47,260	48,974
Chair	27	36,019	39,682	42,681	44,000	54,513
Director	28	23,025	26,228	32,890	37,584	50,121
Head	7	.	31,736	45,154	49,376	.
Coordinator	16	28,611	35,069	39,227	43,333	47,555
Assistant to	0	.	.	.	.	.
Other Title	6	.	29,550	35,174	46,068	.

Table 18. ACADEMIC YEAR: Distribution of Percentiles of Administrative Faculty Salaries in INSTITUTIONS WITH MORE THAN 40 FACULTY MEMBERS by Administrative Title

Title	N	10th	25th	50th	75th	90th
Associate Dean	92	$39,015	$45,291	$51,212	$57,580	$68,350
Assistant Dean	55	34,277	39,072	43,399	49,806	54,837
Chair	63	35,583	40,608	47,454	54,065	60,629
Director	80	32,718	36,846	40,873	49,913	53,335
Head	2	.	.	.	.	.
Coordinator	6	.	31,112	39,680	56,834	.
Assistant to	1	.	.	.	.	.
Other Title	16	30,216	36,360	40,420	45,945	67,210

Table 19. CALENDAR YEAR: Mean Administrative Faculty Salaries for Doctorally and Nondoctorally Prepared Administrative Faculty by Title and Faculty Rank

	Doctoral			Nondoctoral		
Title	Valid N	Mean	Standard Deviation	Valid N	Mean	Standard Deviation
Associate Dean						
Professor	46	$69,558	$11,965	2	$.	$.
Associate	64	57,261	10,211	7	50,598	13,702
Assistant	19	54,326	10,849	2	.	.
Assistant Dean						
Professor	15	60,064	8,427	0	.	.
Associate	29	53,086	7,437	7	47,222	6,770
Assistant	15	52,745	6,677	9	41,642	9,719
Chair						
Professor	30	65,146	9,902	1	.	.
Associate	48	55,747	8,926	7	40,819	6,510
Assistant	10	48,957	6,013	6	42,930	7,452
Director						
Professor	34	55,431	11,955	0	.	.
Associate	51	49,119	9,735	22	45,494	7,931
Assistant	13	45,695	6,764	29	40,208	7,202

Table 20. CALENDAR YEAR: Distribution of Percentiles of Administrative Faculty Salaries for Doctorally and Nondoctorally Prepared Administrative Faculty by Title and Faculty Rank

	Doctoral			Nondoctoral		
Title	25th	50th	75th	25th	50th	75th
Associate Dean						
Professor	$61,383	$68,152	$74,947	$.	$.	$.
Associate	50,848	56,775	61,288	38,000	45,467	60,168
Assistant	44,300	49,700	64,200	.	.	.
Assistant Dean						
Professor	52,720	60,000	67,599	.	.	.
Associate	47,306	52,607	58,335	38,268	49,740	52,436
Assistant	47,600	50,499	59,425	34,291	41,134	44,753
Chair						
Professor	56,444	64,936	72,080	.	.	.
Associate	49,434	53,444	58,919	33,611	42,617	43,932
Assistant	43,389	47,618	55,000	34,860	43,125	48,000
Director						
Professor	47,469	55,789	64,778	.	.	.
Associate	41,354	47,048	56,710	40,944	42,602	49,516
Assistant	40,921	47,465	50,839	37,600	39,996	44,721

Table 21. CALENDAR YEAR: Distribution of Percentiles of Administrative Faculty Salaries for ALL SCHOOLS by Administrative Title

Title	N	10th	25th	50th	75th	90th
Associate Dean	142	$45,140	$51,940	$59,273	$68,430	$75,342
Assistant Dean	79	41,134	46,162	50,499	59,425	65,185
Chair	102	43,462	48,412	53,711	63,612	72,080
Director	163	34,192	39,600	46,176	53,781	64,195
Head	10	38,518	47,197	56,316	63,563	74,807
Coordinator	54	30,787	35,295	42,386	47,827	53,991
Assistant to	5	.	.	33,466	.	.
Other Title	44	32,516	37,403	46,536	52,122	63,623

Table 22. CALENDAR YEAR: Distribution of Percentiles of Administrative Faculty Salaries in the NORTH ATLANTIC Region by Administrative Title

Title	N	10th	25th	50th	75th	90th
Associate Dean	32	$44,000	$46,029	$59,627	$68,628	$79,431
Assistant Dean	9	.	42,567	44,753	48,042	.
Chair	21	39,560	43,295	49,216	54,255	64,561
Director	39	31,093	38,451	44,721	55,169	65,170
Head	0	.	.	.	.	.
Coordinator	12	29,300	33,750	43,209	50,173	58,730
Assistant to	2	.	.	.	.	.
Other Title	17	30,160	39,942	49,811	53,438	60,396

Table 23. CALENDAR YEAR: Distribution of Percentiles of Administrative Faculty Salaries in the MIDWESTERN Region by Administrative Title

Title	N	10th	25th	50th	75th	90th
Associate Dean	31	$45,978	$52,000	$63,606	$70,464	$83,555
Assistant Dean	31	44,189	48,670	53,460	63,391	67,530
Chair	30	43,151	49,323	56,090	67,540	74,116
Director	38	37,730	41,519	47,534	57,814	64,483
Head	2	.	.	.	.	.
Coordinator	16	29,616	31,319	35,371	44,532	47,475
Assistant to	0	.	.	.	.	.
Other Title	15	31,893	37,322	42,794	48,124	66,440

Table 24. CALENDAR YEAR: Distribution of Percentile Administrative Faculty Salaries in the SOUTHERN Region by Administrative Title

Title	N	10th	25th	50th	75th	90th
Associate Dean	52	$48,256	$54,939	$59,663	$68,850	$75,235
Assistant Dean	32	41,836	47,186	52,581	58,300	63,214
Chair	39	44,051	49,060	53,370	64,872	73,826
Director	67	33,903	39,400	46,200	49,516	63,880
Head	7	.	38,788	55,188	60,348	.
Coordinator	21	35,604	37,556	42,500	48,993	54,388
Assistant to	1	.	.	.	.	.
Other Title	8	.	37,744	42,008	50,758	.

Table 25. CALENDAR YEAR: Distribution of Percentiles of Administrative Faculty Salaries in the WESTERN Region by Administrative Title

Title	N	10th	25th	50th	75th	90th
Associate Dean	27	$46,614	$52,087	$55,668	$60,000	$68,865
Assistant Dean	7	.	39,608	48,061	49,020	.
Chair	12	45,642	52,912	55,772	62,730	66,008
Director	19	33,821	39,816	44,158	50,839	65,732
Head	1	.	.	.	.	.
Coordinator	5	.	.	47,348	.	.
Assistant	2	.	.	.	.	.
Other Title	4	.	.	47,062	.	.

Table 26. CALENDAR YEAR: Distribution of Percentiles of Administrative Faculty Salaries in PUBLIC INSTITUTIONS by Administrative Title

Title	N	10th	25th	50th	75th	90th
Associate Dean	98	$48,805	$54,778	$60,173	$68,430	$75,547
Assistant Dean	65	43,400	47,666	52,720	59,840	66,709
Chair	75	44,980	50,582	56,544	64,872	72,080
Director	107	36,307	40,993	47,718	55,000	65,096
Head	10	38,518	47,197	56,316	63,563	74,807
Coordinator	38	32,596	37,433	44,920	49,874	57,820
Assistant to	1	.	.	.	.	.
Other Title	21	36,707	39,744	46,444	52,082	76,408

Table 27. CALENDAR YEAR: Distribution of Percentiles of Administrative Faculty Salaries in PRIVATE/SECULAR INSTITUTIONS by Administrative Title

Title	N	10th	25th	50th	75th	90th
Associate Dean	28	$39,642	$48,443	$59,292	$73,300	$94,645
Assistant Dean	8	.	38,037	45,105	48,563	.
Chair	19	34,694	43,633	48,500	53,268	88,825
Director	26	32,797	37,719	42,500	49,893	61,111
Head	0	.	.	.	.	.
Coordinator	5	.	.	36,000	.	.
Assistant to	1	.	.	.	.	.
Other Title	16	32,361	44,849	49,402	54,468	65,331

Table 28. CALENDAR YEAR: Distribution of Percentiles of Administrative Faculty Salaries in PRIVATE/RELIGIOUS INSTITUTIONS by Administrative Title

Title	N	10th	25th	50th	75th	90th
Associate Dean	16	$40,488	$44,030	$49,569	$58,382	$63,600
Assistant Dean	6	.	38,519	45,017	53,025	.
Chair	8	.	42,599	49,280	51,132	.
Director	30	29,300	35,965	39,555	46,409	60,834
Head	0	.	.	.	.	.
Coordinator	11	30,057	31,289	34,854	42,273	45,996
Assistant to	3	.	.	29,908	.	.
Other Title	6	.	29,531	35,383	42,543	.

Table 29. CALENDAR YEAR: Distribution of Percentiles of Administrative Faculty Salaries in UNIVERSITIES by Administrative Title

Title	N	10th	25th	50th	75th	90th
Associate Dean	137	$45,923	$52,067	$59,755	$68,543	$75,766
Assistant Dean	75	40,524	45,050	52,436	59,522	65,752
Chair	93	43,921	49,292	54,500	64,539	72,378
Director	138	36,353	40,857	47,052	55,223	65,004
Head	10	38,518	47,197	56,316	63,563	74,807
Coordinator	31	32,572	36,251	42,649	49,872	58,881
Assistant to	3	.	.	33,466	.	.
Other Title	36	36,466	40,045	48,103	53,497	71,611

Table 30. CALENDAR YEAR: Distribution of Percentiles of Administrative Faculty Salaries in FOUR-YEAR COLLEGES by Administrative Title

Title	N	10th	25th	50th	75th	90th
Associate Dean	3	$.	$.	$42,161	$.	$.
Assistant Dean	4	.	.	48,705	.	
Chair	9	.	34,153	44,856	53,580	.
Director	23	29,719	34,000	36,412	42,106	46,000
Head	0	.	.	.	.	.
Coordinator	7	.	42,649	48,115	51,860	.
Assistant to	3	.	.	33,466	.	.
Other Title	18	40,226	46,582	50,743	56,018	81,538

Table 31. CALENDAR YEAR: Distribution of Percentiles of Administrative Faculty Salaries in INSTITUTIONS WITH AN ACADEMIC HEALTH CENTER by Administrative Title

Title	N	10th	25th	50th	75th	90th
Associate Dean	91	$46,604	$54,180	$60,000	$70,000	$81,014
Assistant Dean	46	39,206	47,526	53,251	61,048	67,358
Chair	67	46,070	50,904	58,000	67,128	73,918
Director	72	38,770	42,551	49,358	61,039	65,151
Head	5	.	.	57,444	.	.
Coordinator	7	.	42,649	48,115	51,860	.
Assistant to	3	.	.	33,466	.	.
Other Title	18	40,226	46,582	50,743	56,018	81,538

Table 32. CALENDAR YEAR: Distribution of Percentiles of Administrative Faculty Salaries in INSTITUTIONS WITHOUT AN ACADEMIC HEALTH CENTER by Administrative Title

Title	N	10th	25th	50th	75th	90th
Associate Dean	48	$43,927	$48,968	$58,296	$64,064	$72,056
Assistant Dean	33	41,318	44,652	48,972	54,536	61,072
Chair	35	37,198	43,914	49,500	54,994	63,144
Director	91	31,208	36,593	41,818	48,506	57,583
Head	5	.	.	55,188	.	.
Coordinator	47	30,228	34,500	40,771	46,766	53,594
Assistant to	2	.	.	.	.	.
Other Title	25	30,045	35,383	39,780	47,951	55,455

Table 33. CALENDAR YEAR: Distribution of Percentiles of Administrative Faculty Salaries in INSTITUTIONS WITH LESS THAN 20 FACULTY MEMBERS by Administrative Title

Title	N	10th	25th	50th	75th	90th
Associate Dean	5	$.	.	$52,000	.	$.
Assistant Dean	9	.	42,186	47,000	49,500	.
Chair	3	.	.	44,855	.	.
Director	24	33,525	37,113	41,586	47,400	49,486
Head	1	.	.	.	.	.
Coordinator	14	31,250	36,595	42,709	46,031	49,650
Assistant to	2	.	.	.	.	.
Other Title	4	.	.	41,120	.	.

Table 34. CALENDAR YEAR: Distribution of Percentiles of Administrative Faculty Salaries in INSTITUTIONS WITH 21-40 FACULTY MEMBERS by Administrative Title

Title	N	10th	25th	50th	75th	90th
Associate Dean	33	$44,682	$49,559	$59,150	$65,176	$73,099
Assistant Dean	12	44,165	45,117	50,760	57,762	59,857
Chair	27	44,024	48,500	52,166	53,778	66,627
Director	28	28,142	32,057	40,199	45,936	61,258
Head	7	.	38,788	55,188	60,348	.
Coordinator	16	34,969	42,862	47,944	52,962	58,123
Assistant to	0		.	.	.	.
Other Title	[redacted]	.	36,116	42,991	56,305	.

Table 35. CALENDAR YEAR: Distribution of Percentiles of Administrative Faculty Salaries in INSTITUTIONS WITH MORE THAN 40 FACULTY MEMBERS by Administrative Title

Title	N	10th	25th	50th	75th	90th
Associate Dean	92	$47,685	$55,356	$62,592	$70,376	$83,539
Assistant Dean	55	41,894	47,755	53,043	60,874	67,023
Chair	63	43,491	49,632	58,000	66,080	74,102
Director	80	39,988	45,035	49,956	61,005	65,188
Head	2	.	.	.	.	.
Coordinator	6	.	38,026	48,498	69,463	.
Assistant to	1	.	.	.	.	.
Other Title	16	36,931	44,440	49,402	56,156	82,145

Appendix A

1989-90 IDS Response Rates by Region for the Administrative Faculty Survey

North Atlantic
Number of Institutions: 120
Number of Respondents: 107 (89%)

List of States

Connecticut	New Hampshire
Delaware	New Jersey
District of Columbia	New York
	Pennsylvania
Maine	Rhode Island
Massachusetts	Vermont

Midwest
Number of Institutions: 113
Number of Respondents: 98 (87%)

List of States

Illinois	Missouri
Indiana	Nebraska
Iowa	North Dakota
Kansas	Ohio
Michigan	South Dakota
Minnesota	Wisconsin

South
Number of Institutions: 134
Number of Respondents: 122 (91%)

List of States

Alabama	North Carolina
Arkansas	Oklahoma
Florida	Puerto Rico
Georgia	South Carolina
Kentucky	Tennessee
Louisiana	Texas
Maryland	Virginia
Mississippi	Virgin Islands
	West Virginia

West
Number of Institutions: 44
Number of Respondents: 39 (89%)

List of States

Alaska	Montana
Arizona	Nevada
California	New Mexico
Colorado	Oregon
Guam	Utah
Hawaii	Washington
Idaho	Wyoming

Appendix B

Carnegie Classification Definitions

Comprehensive Universities and Colleges I: These institutions offer baccalaureate programs and, with few exceptions, graduate education through the masters degree. More than half of their baccalaureate degrees are awarded in two or more occupational or professional disciplines such as engineering or business administration. All of the institutions in this group enroll at least 2,500 students.

Comprehensive Universities and Colleges II: These institutions award more than half of their baccalaureate degrees in two or more occupational or professional disciplines, such as engineering or business administration, and many also offer graduate education through the masters degree. All of the colleges and universities in this group enroll between 1,500 and 2,500 students.

Doctoral-Granting Universities I: In addition to offering a full range of baccalaureate programs, the mission of these institutions includes a commitment to graduate education through the doctorate degree. They award at least 40 Ph.D. degrees annually in five or more academic disciplines.

Doctoral-Granting Universities II: In addition to offering a full range of baccalaureate programs, the mission of these institutions includes a commitment to graduate education through the doctorate degree. They award annually 20 or more Ph.D. degrees in at least one discipline or 10 or more Ph.D. degrees in three or more disciplines.

Liberal Arts Colleges I: These highly selective institutions are primarily undergraduate colleges that award more than half of their baccalaureate degrees in arts and science fields.

Liberal Arts Colleges II: These institutions are primarily undergraduate colleges that are less selective and award more than half of their degrees in liberal arts fields. This category also includes a group of colleges that award less than half of their degrees in liberal arts fields but, with fewer than 1,500 students, are too small to be considered comprehensive.

Research Universities I: These institutions offer a full range of baccalaureate programs, are committed to graduate education through the doctorate degree, and give high priority to research. They receive annually at least $33.5 million in federal support and award at least 50 Ph.D. degrees each year.

Research Universities II: These institutions offer a full range of baccalaureate programs, are committed to graduate education through the doctorate degree, and give high priority to research. They receive annually between $12.5 million and $33.5 million in federal support for research and development and award at least 50 Ph.D. degrees each year.

Professional Schools and Other Specialized Institutions: These institutions offer degrees ranging from the bachelor's to the doctorate. At least 50 percent of the degrees awarded by these institutions are in a single specialized field.

Two-Year Community, Junior and Technical Colleges: These institutions offer certificate or degree programs through the Associate of Arts level and, with few exceptions, offer no baccalaureate degrees.

Source: The Carnegie Foundation for the Advancement of Teaching, *A Classification of Institutions of Higher Education, 1987 Edition*, 1987, Princeton University Press, Lawrenceville, New Jersey.

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